



As I write my final report, I want to thank each one of you for giving me this opportunity. It has been my great pleasure and privilege to lead SGPS for the past year. I have full faith in the incoming Executives and Leadership team and hopefully, things would come back to normal in the coming year. I want to end with immense gratitude to my fellow colleagues for their constant support during this time.

Covid-19 Extension

In response to the global pandemic, Queen's University has extended the COVID-19 extension protocol for graduate students for the Fall of 2022. The School of Graduate Studies & Postdoctoral Affairs (SGSPA) will extend the deadline for final thesis submission to October 31, 2022, to qualify for a full refund of fall tuition. Students who will not be able to complete their degree requirements by this deadline can request a program time limit extension. Wherever possible, an extension of time and financial support for these students should be provided to mitigate the cost of having to continue their program due to pandemic. As in prior years, graduate programs may consider approving a student's first program extension and assessing funding allocations beyond a student's last funding eligible period on a case-by-case basis.

Update on COVID-19 health and safety measures.

University has announced changes to our COVID-19 health and safety measures for the start of the spring/summer term. As of May 1, 2022, the university's vaccination requirement and mandatory masking will be suspended. Also, the SeQure app daily screening will no longer need to be completed before attending in-person university activities.

Event Sanctioning

The last couple of years deprived us of on-campus experience and students went through so many challenges. Our goal is to provide fun and social engagement in a way that will benefit the health of our members. In order to improve the overall experience of our members, we have resumed our event sanctioning process. For detailed information please visit <https://sgps.ca/eventsanctioning/>. The process provides event organizers with a guide to follow to ensure they are in full compliance with both SGPS risk management best practices and university policies.

It was a pleasure to serve you all, thank you for showing trust in me.

Cheers!

Rohit Shukla

President, Society of Graduate & Professional Students (SGPS)



Hello everyone,

I hope that you are all doing well. After 2 months, the feature Friday challenges are continuing to be a success. Keira and I will be scheduling posts for the remainder of April and into May. Make sure to follow @queenssgps on Instagram to participate in these challenges and be entered to win a monthly prize.

In the past month I have hosted the last Cooking with Gramma's session for this semester. I would like to thank everyone who came out to these events, as well as the Queen's Women's association for their tremendous support throughout the year. I am optimistic that these events will continue again in the fall and hope that they may be able to return to an in-person environment.

I also collaborated with the Peer Health Educators to offer free fresh food boxes to ~30 participants. They received all of the ingredients for a fresh Buddha bowl, followed by an at home cooking session on Zoom. If you are interested in participating in events like this in the future please check out the Queen's University Be Well [website](#) and Instagram pages for updates.

Feature Friday Contest:

We are continuing to run Feature Friday Challenges throughout our social media pages for the remainder of the semester. By participating in these challenges and interacting with our posts you will be entered into a monthly raffle for a \$25 prize.

Contest rules:

- By participating in our challenge (e.g. Go skating and tag the SGPS in a post or story showing that you are completing the challenge) you will receive 2 entries into the monthly raffle
- By interacting with our pages (e.g. liking or commenting on our posts, voting in our stories) you will receive 1 entry into the monthly raffle

Food Insecurity Resources: Please see below for a number of resources across campus for those suffering from Food Insecurity.

Swipe it Forward

Provides meals for students to Queen's cafeterias at no cost (requires a referral from an organization listed in their website) <https://dining.queensu.ca/swipeitforward/>

AMS Food Bank

Open daily from 4-5pm allowing students to take 2 bags of groceries. Requires a valid Queen's student card. <https://www.amsfoodbank.ca/>

Kingston Partners in Mission Food Bank

Kingston's main food bank. Requires an assessment of finances for potential users. Provides food hampers that provide sufficient food for 7-8 days. <https://www.kingstonfoodbank.ca/>

Student Wellness Fresh Food Boxes

Peer Health Educator volunteers put together Fresh Food Boxes for students to order and pick up on campus. Boxes contain all the fresh produce and key ingredients to prepare a quick, easy and healthy recipe which makes approximately 4 servings. Cost: \$5 a box. <https://www.queensu.ca/studentwellness/groups-events-trainings#fresh-food-box>

Queen's Good Times Diner

A local student-run service that provides a wide variety of freshly prepared meals to any individuals in the Queen's and Kingston community experiencing any food insecurity. Our service currently runs every Sunday evening from 5:30 pm - 6:30 pm at Chalmers United Church. <https://www.queenssus.com/good-times-diner>

As my time as a commissioner comes to an end, I would like to thank everyone that I have interacted and collaborated with in the past year. I am very grateful for this opportunity to work with an amazing group of individuals and have cherished all of the new experiences this role has brought me. I look forward to seeing some of the exciting events that will continue to come out of this commission in the future.

Sincerely,

Kassandra Coyle
Athletics and Wellness Commissioner, SGPS



Good Evening Council Members,

It is with great exhaustion but even greater gratitude that I reflect on and write to you my final report as the Equity and Diversity Commissioner (EDC). This past year (much like the previous one) has seen a tremendous amount of change, globally, institutionally, and for most of us, individually. During my tenure as EDC I have done my absolute best to support as many groups as possible through as many channels as possible, from the institutional policy levels down to the personal levels. The following is a brief summary of the work I have done this past year. If you have any questions, comments, or concerns, please be sure to contact me at equity@sgps.ca prior to Thursday April 28th 2022.

1. Advocacy and Support

During my tenure I have crafted messages of support to various groups facing difficult times due to violence committed by individuals or groups. These messages appear on the SGPS website (<https://sgps.ca/news/>).

I have also led or co-facilitated various events to provide support to various student groups (such as sharing circles and virtual talks). These events were well attended and not only ignited valuable, much-needed difficult conversations but also fostered meaningful personal connections between like-minded individuals creating support networks among attendees.

Finally, during my tenure I have also provided individualized support to SGPS members as needed. This included personal discussions on navigating graduate life as a marginalized individual and providing recommendations on appropriate resources as needed.

My work in advocacy and support of the SGPS membership led to well-grounded and informed engagement with my second goal of representing the membership through committee work.

2. Committee Work

- **BEAG** (Built Environment Advisory Group) – Review of the Richardson Stadium and Duncan-McArthur Hall building projects, discussions and review of various institutional and provincial accessibility policies and requirements (QFADS, AODA), and coordination of the Accessibility Café series.
 - For more information: <https://www.queensu.ca/accessibility/>
- **UCARE and sub-councils** – *Student Recruitment, Support, and Success* subcouncil: reviewed regular updates from Financial Aid, School of Graduate Studies and Post-Dorctoral Affairs, and Undergraduate Admission & Retention to ensure progress on PICRDI recommendations; *Inclusive Community* subcouncil: reviewed the use of the Diversity, Equity Assessment and Planning (DEAP) Tool and discussed how to improve website statement in appropriate ways, reviewed current EDII training/offerings at Queen’s and how to address the inclusivity culture at multiple levels (student, staff, faculty, administration), and discussed other various inclusivity issues at Queen’s; *Governance and Nominations* subcouncil: read, ranked, and discuss all new applicants for vacant positions on UCARE then provided recommendations to the council.
 - For more information: <https://www.queensu.ca/inclusive/initiatives/university-council-antiracism-equity>
 - PICRDI: <https://www.queensu.ca/inclusive/initiatives/picrdi>
- **PSAC901 Anti-Oppression Working Group** – Planned and co-hosted a ‘dis-orientation’ event for students at the beginning of the year. Throughout the year we met regularly to discussion mobilization, workshops, and increasing resources available for BIPOC students. We focused on providing support in situations of crisis and safety. A series of workshops was originally planned however due shifting priorities these projects were put on hold and may be attempted in the next year.
- **BIPOC Supports Working Group** with HREO and AMS – Designed and printed posters, pamphlets, and cards with resources for students facing harassment and discrimination (H&D) and for bystanders who witness H&D. Planning of digital and physical package distribution across campus specifically targeting orientation events and student spaces.

Planning of a website hub for students who have experienced H&D with resources for specific demographics as well as planning a brief video to accompany the website. The website will include and expand upon these examples:

- <https://www.queensu.ca/yellow-house/resources/us-us-resources-support-qtbiopoc-student-success>
- <https://www.queensu.ca/hreo/resources>
- **Student Mental Health Network** – Organization of Mental Health Promotion week (January 24th – 28th) and facilitation of three external mental health related surveys (Canadian Postsecondary Education Alcohol and Drug Use Survey, Canadian Campus Wellbeing Survey, or National College Health Association survey) – each student received only one survey invite. 30 ‘Care Packages’ which include Student Wellness Services mental health promotion were provided by the Network to be distributed to SGPS members and will be distributed to attendees of various SGPS events.
- **(Deputy EDC) Provost’s Action Group for Gender and Sexual Diversity (PAGGAS)** – nothing to report.

3. Projects: Soft Infrastructure Network

Continuing the work of my predecessors, the most rewarding achievement of my time as EDC has been the formation of the Soft Infrastructure Network. This group of I-EDIAA (Indigenization, Equity, Diversity, Inclusion, Accessibility, and Anti-racism) representatives across the various departments, schools, and programs which comprise the SGPS membership has met in 4 rounds of meetings (with a 5th round planned for the end of April 2022) to discuss equity issues and concerns accruing in their respective units. Together, the group brainstorms and collaborates to find/create resources and solutions to problem areas in each representative’s department. Each representative has shared progress on various target projects within their department which inspires other department representatives to create similar projects and changes within their own units. The Soft Infrastructure Network encourages a cohesive I-EDIAA culture across Queen’s and combats the current de-centralized and isolating nature of the institution. The group also provides much needed mental and emotional support to overburdened I-EDIAA representatives who often face heavy resistance in their work to change departmental culture and outdated views on equity issues. Some of the projects discussed include (but are not limited to):

- *I-EDIAA faculty hiring rubric*
- *Phonetic guide to name pronunciation of individuals within the department*
- *Equipment lending library*
- *Conference organization highlighting the marginalized experience within a field of study*

If you have any questions about the Soft Infrastructure Network please contact me before April 28th 2022. Our next round of meetings will be at the end of April, please reach out to me or your department’s graduate/professional student EDII/EDI/I-EDIAA representative to inquire about the Network. If they have not yet participated, please encourage them to contact me to join!

In closing, it has been my absolute privilege to have worked in this EDC role over the past year. I have represented the needs of the SGPS membership, specifically members from marginalized identities, to the very best of my abilities and truly hope that I have made some impact, some progress on our collective journey to equity and liberation in this institution.

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M/W

Monica Garvie HBSc, MSc

equity@sgps.ca

Equity and Diversity Commissioner

Society of Graduate and Professional Students



Hello everyone,

I hope everyone is staying healthy and have been able to enjoy some of the nice weather we have had recently.

During the last month, Derek and I have hosted a collaboration event with the Good Time Diner. This event was focused on highlighting the services provided by the GTD and to offer our members a nutritious and delicious free meal during these hectic times. This event was incredibly popular with all spots quickly filling up and the event ran very smoothly thanks to our SGPS member volunteers. This event would not have been possible without all of Derek's hard work, and he is to thank for it being such a success.

During April I am mainly focused on two things. The first is the SGPS awards. During March we announced the SGPS awards for this year and sent a call out for volunteers for the awards committee. We had huge interest in the awards committee and have closed of the application to be part of that. For the awards, the deadline is now May 8th at midnight and information about them can be found at [SGPS Awards – SGPS @ Queen's](#). Please share information about the awards (can be found on both our social medias and the website) with your department and consider nominating someone deserving in your program for an award.

The second task I have been focused on this month is preparing my transition manual and useful information and tips for the incoming Social Commissioner. I want them to be able to hit the ground running so I am trying to provide all the information I have learned over the last year.

Lastly, I just want to say thank you for this term and that I have really enjoyed working for the SGPS as a Social Commissioner and I look forward to working with some of you next year in another capacity.

Sincerely,
Emilia Ganslandt
Social Commissioner, SGPS



Hello Everyone,

Hope everyone is having a great end of the semester. With the support of Han Xu, our Deputy Commissioner, we have made a lot of progress with our projects.

- International Student Affairs Standing Committee

I like to start by highlighting our new International Student Affairs Standing Committee (ISASC). We have eight members attending meetings at the moment. We held two meetings so far. During the meetings the members advised me on key topics like need for culturally sensitive TA training, providing community-based support, and information related to resources. In March, we are going to have Sandra den Otter (Vice-Provost International) join us and consult the needs of the international students.

- Promoting the ISASC members

One of the ways we hope to merge our idea of highlighting international student's success stories is by promoting our ISASC members on social media platform. We are hoping this step will help with student engagement.

- Anti-Oppression Working Group, PSAC – I was asked to represent PSAC 901 at the International Women's Day Kingston and District Labor Council event on March 6. I have participated as a graduate student rather than in my role as a commissioner. We are also collaborating with them to hold a sharing circle for peace to help students discuss how they cope in troubled times.
- HREO BIPOC Support – The group has finalized all its resource materials. We are now at the stage of finding ways to launch the campaign. I am working with the video planning team to create content to mobilize the resources and increase awareness.
- Sultan Almajil (Director, QUIC) –
In relation to QUIC's engagement I am part of the following committees:
 - Committee for International Student Success
 - QUIC Student CouncilWe have mainly discussed ways to support students being impacted by the war in Ukraine. We have been discussing strategies of how to best support anyone who needs help navigate conflicts in different forms.
- Sandra den Otter (Vice-Provost International) – VPI's office currently in the process of running focus groups to understand Queen's as a global campus. Han and I have taken part in one of these focus groups. We are planning to bring this topic to our ISAC members during our March meeting with the VPI.
- Intercultural TA/TF support working group - I am working with Chris DeLuca, Associate Dean (SGS) and other members from CTL to conduct need assessment to provide support to TA/TF regarding intercultural understanding of teaching. We have designed a survey. We hope to launch it to gather some data to provide support accordingly.

Do reach out to me at international@sgps.ca with any questions, support, or initiative ideas! We welcome any kind of insight you could provide us to grow and do better.

Best wishes

Sabrina Masud